

Sharing: Redesign Team Wishes

- Foster communication, better outreach; focus on innovation, personal responsibility
- Cross program integration
- Quality products
- Keep EMS principles (strengthen commitment to moving towards zero waste). Move from waste to material management – don't put up barriers to do this – life cycle resource management
- Opportunity for culture change (how we think and operate)
- Collaborative – both internal and external
- Be more progressive – speak out to people that can make change
- Practical/Realistic – simple solution can be good
- Clarify/Streamline decision making
- Continue to streamline SW Plan Review
- Get beyond broad statements/beyond jargon
- Create framework and mindset for growth be dynamic not static
- Staff adequately trained
- Advocacy group for waste management

REFLECTIONS ON THE DECEMBER 2005 STAKEHOLDER MEETINGSExternals

- good service
- open communication
- predictable
- stick to dates
- consistent/timely dec. making

Internals

- positive

Group

- have we missed plan review

AHAS! From the meetings:

- support for moving recycling beyond core
- mixed response to Blue Ribbon Task Force
- people want simple – want clarity – want to know where they go
- need to make decisions based on need
- ❖ - technical review – may complicate things, specifically serving multiple masters
- positive comments for consolidation
- support for self certification
- sensed skepticism - can we implement what we recommend
- expect us to address teams
- integration between regions and CO
- ❖ - everyone needs to know Green Tier
- work beyond regional boundaries
- innovation can go beyond Green Tier
- strong support for data driven program

WHAT CHANGES SHOULD WE CONSIDER BASED ON COMMENTS?**MANAGEMENT SYSTEMS**

- Plan review
- Clarify Green Tier
- Show existing system vs proposed system and better analysis
- Clarification of changes for regions
- Non-metallic recommendations
- If not blue ribbon for recycling, then what
 - is there a way to frame to get at both
 - does state have long term vision for waste mgmt.
- TRUST
- Accountability - managers

DISCUSSION ON LISTED MANAGEMENT SYSTEM ITEMS ABOVE:**Region changes**

- Regional team supervisor relationship to Bureau needs discussion
- Working across regional lines
- Management systems
 - plan review-Solid Waste
 - self certification
 - non-metallic mining - consolidate
 - licensing for HW – designate staff
 - metallic mining - drop
 - shift focus to outreach and education
- Emphasis on BEYOND COMPLIANCE
 - shift to innovation/look at Green Tier in regio
- Limit waste management specialists breadth of expertise
- Discussed, but didn't make a recommendation, on the option of sharing "supervisors" in the regions, across programs within the Division

SW Plan Review

- all licensed SW landfills (combusters & incinerators) plus midsize and greater demolition sites (*Question: what do we do with what's left?*)

Duties:

- Plan review
- Facility inspections (field verification)
- Policy expertise
- Green Tier or other innovative approaches beyond compliance
- Eliminate signature of expertise
- Experts collaborate with region supervisors on plan review assignments for staff
- Cross regional assignments

- Waste mgmt specialist not involved in this plan review (*need to pay attention to how we deliver this message and define what they are doing if not plan review*)
- Designated hydros and engineers
- Process implementation:
 - * guidance on precedent setting/unusual issues
 - * accountability for implementation and continued execution
- Implementation Issues to address:
 - file location
 - historical knowledge

Work not covered by Solid Waste Plan Review Management System above

- closed licensed landfills
- review groundwater monitoring data at non-complex sites
- Cap issues
- beneficial reuse
- SW storage
- One-time disposal
- transfer sites
- ISI
- compost
- wood burning
- complaints
- C & D processing facility
- landspreading and storage

Teams

- Standing teams as they exist today, WON'T
 - Management team decides process for effective, responsive, timely decisions
 - Need new standing teams for activities that cross sections:
 - training
 - communication and advocacy and outreach
 - IT
 - Need some ad hoc teams:
 - innovative tools
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- when roll out this issue, be sensitive to how much teams have accomplished
 - Waste Management Team needs to do analysis and decision on how the teams will look, make decisions and how to move forward

Regional Team Supervisor relationship to Bureau**Issues/Problems**

- conflicting priorities
- future change in regional media leader structure (will they exist in the future?)

- breaks down central office/region barriers
- goes against decentralized decision making
- can be a bottle neck
- can regional team supervisors PDs be adjusted to reflect areas of technical expertise that program needs (ie HW, SW plan review) – each one has an area - facilitates working across regions

Decision:

- do not include recommendation; but in report articulate issues and suggest looking at this issue again if # of resources (FTE) change significantly downward
- For the near term, work on Bureau-Region relationship through the WaMT involvement in the implementation of the report recommendations...e.g. decision making clarification, accountability clarification, collaborative decision making, etc.

Non-metallic mining

- Sunset a successful program in 7-10 years program seems reasonable
 - program will be 15 years old
 - local units are successfully managing the program

Address implementation issues/plan communication with stakeholders on this